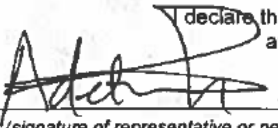


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-257611	Date Filed 3/9/20

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer 1) James Booth d/b/a McDonald's and 2) McDonald's USA, as Joint Employers	b. Tel. No. (843) 577-2507 c. Cell No. f. Fax No. g. e-mail h. Number of workers employed 300,000
d. Address (Street, city, state, and ZIP code) 1) 230 Spring Street Charleston, SC 29403 2) 1035 W Randolph St, Chicago, IL 60607	e. Employer Representative (b) (6), (b) (7)(C)
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast Food
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named joint employers, by their officers, agents, and supervisors, have retaliated against (b) (6), (b) (7)(C) by terminating (b) (6) because of (b) (6) participation in and support of a labor organization. The joint employers took this action as a means to discourage union activity and/or membership.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU National Fast Food Workers Union	
4a. Address (Street and number, city, state, and ZIP code) 1800 Massachusetts Ave, NW Washington, DC 20036.	4b. Tel. No. (202) 730-7327 4c. Cell No. (202) 384-5482 4d. Fax No. 4e. e-mail olamide.adetunji@seiu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) SERVICE EMPLOYEES INTERNATIONAL UNION	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Olamide Adetunji, Attorney (Print/type name and title or office, if any) 1800 Massachusetts Ave, NW Address Washington, DC 20036. Date 03/03/2020	
Tel. No. (202) 730-7327 Office, if any, Cell No. (202) 384-5482 Fax No. e-mail olamide.adetunji@seiu.org	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
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March 9, 2020

(b) (6), (b) (7)(C)

James Booth d/b/a McDonald's
230 Spring St
Charleston, SC 29403

McDonald's USA, as Joint Employers
1035 W Randolph St
Chicago, IL 60607

Re: James Booth d/b/a McDonald's and
McDonald's USA, as Joint Employers
Case 10-CA-257611

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Attorney TIMOTHY MEARNS whose telephone number is (336)582-7138. If this Board agent is not available, you may contact Deputy Regional Attorney LISA R. SHEARIN whose telephone number is (336)582-7142.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the

course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Scott C. Thompson
Acting Regional Director

By:



Lisa R. Shearin
Acting Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

10-CA-257611

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**JAMES BOOTH D/B/A MCDONALD'S AND
MCDONALD'S USA, AS JOINT EMPLOYERS**

Charged Party

and

SEIU NATIONAL FAST FOOD WORKERS UNION

Charging Party

Case 10-CA-257611

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on **March 9, 2020**, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

James Booth d/b/a McDonald's
230 Spring St
Charleston, SC 29403

McDonald's USA, as Joint Employers
1035 W Randolph St
Chicago, IL 60607

March 9, 2020

Date

Kevin S. Crawford, Designated Agent of NLRB

Name

/s/ Kevin S. Crawford

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



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March 9, 2020

Olamide Adetunji, Attorney
SEIU National Fast Food Workers Union
1800 Massachusetts Ave NW
Washington, DC 20036

Re: James Booth d/b/a McDonald's and
McDonald's USA, as Joint Employers
Case 10-CA-257611

Dear Mr. Adetunji:

The charge that you filed in this case on March 09, 2020 has been docketed as case number 10-CA-257611. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Attorney TIMOTHY MEARNS whose telephone number is (336)582-7138. If this Board agent is not available, you may contact Deputy Regional Attorney LISA R. SHEARIN whose telephone number is (336)582-7142.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Scott C. Thompson
Acting Regional Director

By:

A handwritten signature in cursive script that reads "Lisa R. Shearin".

Lisa R. Shearin
Acting Officer in Charge

From: Mearns, Timothy
Sent: Thursday, March 12, 2020 11:58 AM
To: Kensey, Brent L.
Cc: Shearin, Lisa R.
Subject: Withdrawal 10-CA-257611 James Booth d/b/a McDonalds

Brent,

I've just sent you the FIR for an Adjusted Withdrawal for this case. Pink sheet is on its way.

Thanks,
Tim

Timothy Mearns|Field Attorney
National Labor Relations Board, Subregion 11
4035 University Parkway, Suite 200, Winston-Salem, NC
T: 336-582-7138|F: 336-631-5210

From: Olamide Adetunji <olamide.adetunji@seiu.org>
Sent: Thursday, March 12, 2020 1:25 PM
To: Mearns, Timothy
Subject: Demand Letter for (b) (6), (b) (7)(C) and Withdrawal of Charge
Attachments: Return to Work Demand Letter (1).docx

Hello Timothy:

Thank you for your call earlier today. As we discussed, please see a copy of the demand letter that was presented to McDonald's on behalf of (b) (6), (b) (7)(C). The letter was delivered by (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) was placed back on the schedule (b) (6), (b) (7)(C).

Since (b) (6), (b) (7)(C) has been placed back on the schedule, we would like to withdraw the charge that was filed on (b) (6), (b) (7)(C) behalf. Please let me know if you have any questions or concerns. Thank you.

--

Olamide Adetunji
Law Fellow, Fight for \$15 and a Union
Service Employees International Union
1800 Massachusetts Avenue, NW
Washington, DC 20036
Office: (202) 730-7327
Cell: (202) 384-5482

*Admitted to practice law in Maryland. Not admitted to practice law in the District of Columbia; directly supervised by a member of the DC Bar.

March 3, 2020

Management

McDonald's/McDonald's USA, LLC, Joint Employers

230 Spring Street

Charleston, SC 29403

I write on behalf of an employee of your restaurant, (b) (6), (b) (7)(C). I demand that you immediately return (b) (6), (b) (7)(C) to work (b) (6), (b) (7)(C), as (b) (6), (b) (7)(C) termination was illegal and in violation of federal labor law.

(b) (6), (b) (7)(C), on numerous occasions in the past, has requested and been given time off, (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) did so without any discipline or threats of discipline. On Monday, (b) (6), (b) (7)(C) 2020, (b) (6), (b) (7)(C) engaged in concerted protected activity when (b) (6), (b) (7)(C) participated in a one-day strike from work. On Saturday, (b) (6), (b) (7)(C), 2020, (b) (6), (b) (7)(C) called into work and told the store's (b) (6), (b) (7)(C), that (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) was taking (b) (6), (b) (7)(C) and that (b) (6), (b) (7)(C) would not be able to make it to work that day. (b) (6), (b) (7)(C) responded that (b) (6), (b) (7)(C) was to bring in a doctor's note to be excused from work on the (b) (6), (b) (7)(C).

On Sunday, (b) (6), (b) (7)(C), 2020, (b) (6), (b) (7)(C) returned to work and provided the doctor's note to the (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) informed (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was not allowed to work that day and that (b) (6), (b) (7)(C) was not sure what (b) (6), (b) (7)(C) "was going to do" as a result of the note.

On (b) (6), (b) (7)(C) 2020, (b) (6), (b) (7)(C) returned to work to meet with (b) (6), (b) (7)(C). Upon arriving at work, (b) (6), (b) (7)(C) learned that (b) (6), (b) (7)(C) had been (b) (6), (b) (7)(C) and was told (b) (6), (b) (7)(C) was fired for taking off on the (b) (6), (b) (7)(C). As previously stated, (b) (6), (b) (7)(C) has been given time from work to (b) (6), (b) (7)(C) while (b) (6), (b) (7)(C) without any discipline. Thus, (b) (6), (b) (7)(C) termination, (b) (6), (b) (7)(C) after engaging in protected concerted activity, for taking time off to (b) (6), (b) (7)(C) was a retaliatory act that violates federal labor law.

Section 7 of the National Labor Relations Act gives workers the right to engage in concerted activity, including participating in a strike to make demands of their employer over terms and conditions of their employment. 29 U.S.C. § 157. Retaliating against an employee for her exercise of that right violates the Act. 29 U.S.C. § 158(a)(1). Retaliating against employees for engaging in protected concerted activity, including by terminating the employee, constitutes a clear violation of the National Labor Relations Act. You must cease and desist from such actions and return De'Aysa to work within the next forty-eight (48) hours.

We have drafted the attached charge and will file it with the National Labor Relations Board if you do not cease and desist the unlawful conduct by (b) (6), (b) (7)(C) 2020. Please contact me at [PHONE NUMBER] to resolve this situation.

Sincerely,

(b) (6), (b) (7)(C)

Organizer, National Fast Food Workers Union

Cc: Robert J. Shore, Esq., Counsel for the Fight for Fifteen

Olamide Adetunuji, Esq., Counsel for the Fight for Fifteen

From: Shearin, Lisa R.
Sent: Friday, March 13, 2020 2:46 PM
To: Martin, Terrance
Cc: Kensey, Brent L.; Mearns, Timothy
Subject: James Booth d/b/a McDonalds, Case 10-CA-257611

Terrance:

Please process unconditional adjusted WD. Determination 3.13.2020, no determination. Thanks.

Lisa

Case Name: James Booth d/b/a McDonald's and McDonald's. USA, as Joint Employers
Case No.: 10-CA-257611
Agent: FA Mearns

CASEHANDLING LOG

Date	Person Contacted	Method of Contact	Description of Contact or Activity
3/12/20	Olamide Adetunji SEIU attorney and Charging Party	202-730-7327	<p>TM called Adetunji and asked for overview of case and for (b) (6), (b) (7)(C) contact information.</p> <p>Adetunji said that she wanted to withdraw the charge because the ER put (b) back to work (b) (6), (b) after she sent a demand letter with a copy of the charge.</p> <p>Adetunji explained that fast food employers often don't tell employees they are fired but simply stop putting them on schedule for long period of time which is what happened here. The demand letter said to put (b) back (b) (6), (b) (6), (b) (7)</p> <p>(b) (5) TM said he would process the withdraw and asked her to send a copy of the demand letter. She said she would. (b) (5), (b) (6), (b) (7)(C)</p>
3/12/20	BK (acting sup) and TM	Met in BK's office	<p>TM told BK the information he had just learned from Charging Party. BK agreed there is no reason why we wouldn't approve the withdrawal.</p>

Date	Person Contacted	Method of Contact	Description of Contact or Activity



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210

March 13, 2020

(b) (6), (b) (7)(C)

James Booth d/b/a McDonald's
230 Spring St
Charleston, SC 29403

McDonald's USA, as Joint Employers
1035 W Randolph St
Chicago, IL 60607

Re: James Booth d/b/a McDonald's and
McDonald's USA, as Joint Employers
Case 10-CA-257611

Dear (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink, appearing to read "Scott C. Thompson", is written over a horizontal line.

SCOTT C. THOMPSON
Acting Regional Director

cc: Olamide Adetunji, Attorney
SEIU National Fast Food Workers Union
1800 Massachusetts Ave NW
Washington, DC 20036

From: Mearns, Timothy
Sent: Monday, March 23, 2020 1:59 PM
To: jlinas@jonesday.com; jmartin@jonesday.com
Subject: 10-CA-257611 James Booth d/b/a McDonald's
Attachments: WDL.10-CA-257611.Letter Approving Withdrawal in C Case.pdf

Gentlemen,

I just received your NOAs today. This case has been withdrawn by the Charging Party. See attached letter.

Thanks,

Timothy Mearns | Field Attorney
National Labor Relations Board, Subregion 11
4035 University Parkway, Suite 200, Winston-Salem, NC
T: 336-582-7138 | F: 336-631-5210

From: Mearns, Timothy
Sent: Monday, March 23, 2020 8:50 AM
To: Korn, Matthew
Cc: Mitchell, Stephen; Fyfe, Dennie
Subject: RE: James Booth d/b/a McDonald's - Case 10-CA-257611
Attachments: WDL.10-CA-257611.Letter Approving Withdrawal in C Case.pdf

Mr. Korn,

The Charging Party requested to withdraw its charge and a letter approving the withdrawal issued on March 13. See attached.

Thanks,

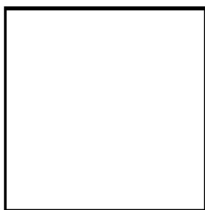
Tim

From: Korn, Matthew <mkorn@fisherphillips.com>
Sent: Friday, March 20, 2020 5:50 PM
To: Mearns, Timothy <Timothy.Mearns@nrlb.gov>
Cc: Mitchell, Stephen <smitchell@fisherphillips.com>; Fyfe, Dennie <dfyfe@fisherphillips.com>
Subject: James Booth d/b/a McDonald's - Case 10-CA-257611

Good afternoon Mr. Mearns –

We have been retained to represent JKS&K, Inc. (a McDonald's franchise operated by James Booth) with respect to the above-referenced charge. We just received your March 9, 2020, letter and will be filing our Notices of Appearance on Monday, March 23. We will review the allegations with our client and send you a position statement as soon as possible. However, in light of the issues surrounding the unprecedented COVID-19 pandemic, our response may necessarily take a bit longer than usual. We should be able to provide you with a response no later than Friday, April 10, barring any unforeseeable issues.

Thank you,
Matthew




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